21ST THEATER SUPPORT COMMAND

INSPECTOR GENERAL (IG)

First in Support!

DISCLAIMER

- This briefing is general in nature: no finger pointing
- If you heard anything bad about the IG: It's not us!
- The good things: that would be us

Reach Out and Let Us Help!

Evolution of the Army IG

Army IG 1980

QUICK DRAW J.R. REID

Past - Post Vietnam era - Black Hat.

Strictly compliance - “The regulations”.Stop whining move out.

Today - Less focus on compliance.

More interest in systemic problem

What’s the root cause of the problem?

Teach & Train.

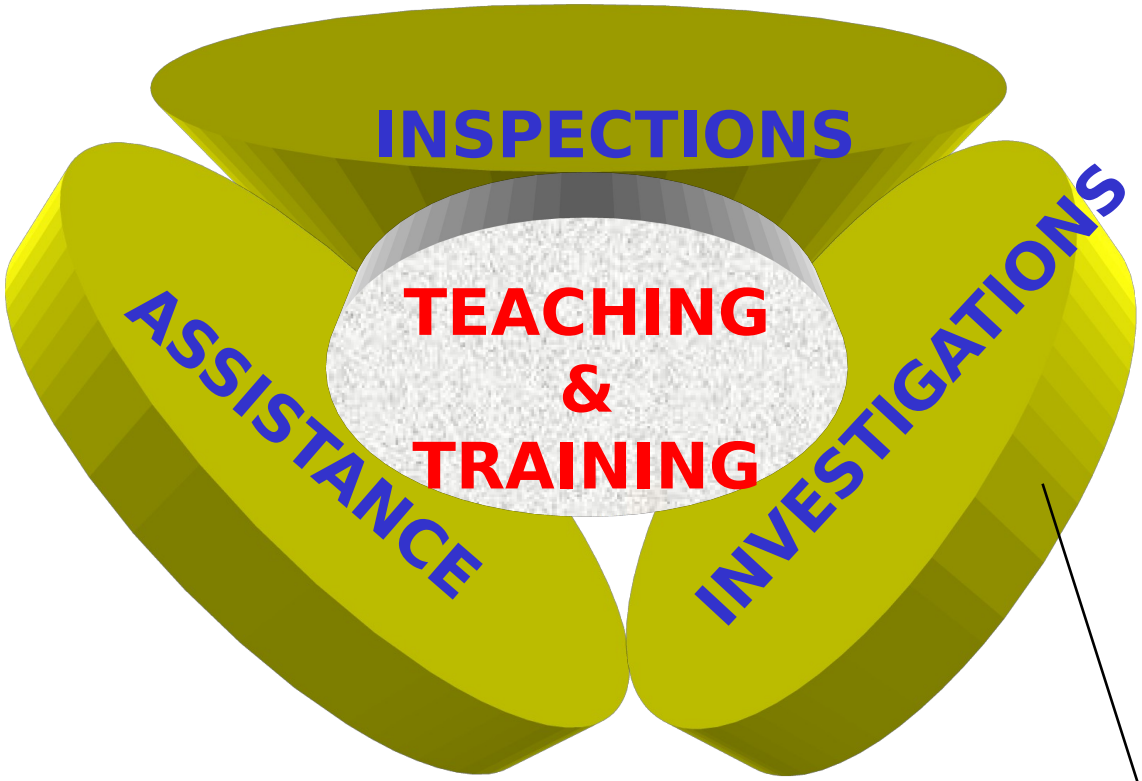
MISSION

DETERMINE THE STATE OF ECONOMY, EFFICIENCY, DISCIPLINE, MORALE, ESPRIT DE CORPS, AND READINESS THROUGHOUT THE COMMAND.

"We Are Here To Help You.....Honest

BE AN EXTENSION OF THE EYES, EARS, CONSCIENCE AND VOICE OF THE COMMANDING GENERAL.

IG FUNCTIONS



Preponderance of Credible Evidence

RECEIVING IG ACTION REQUESTS (IGARs)

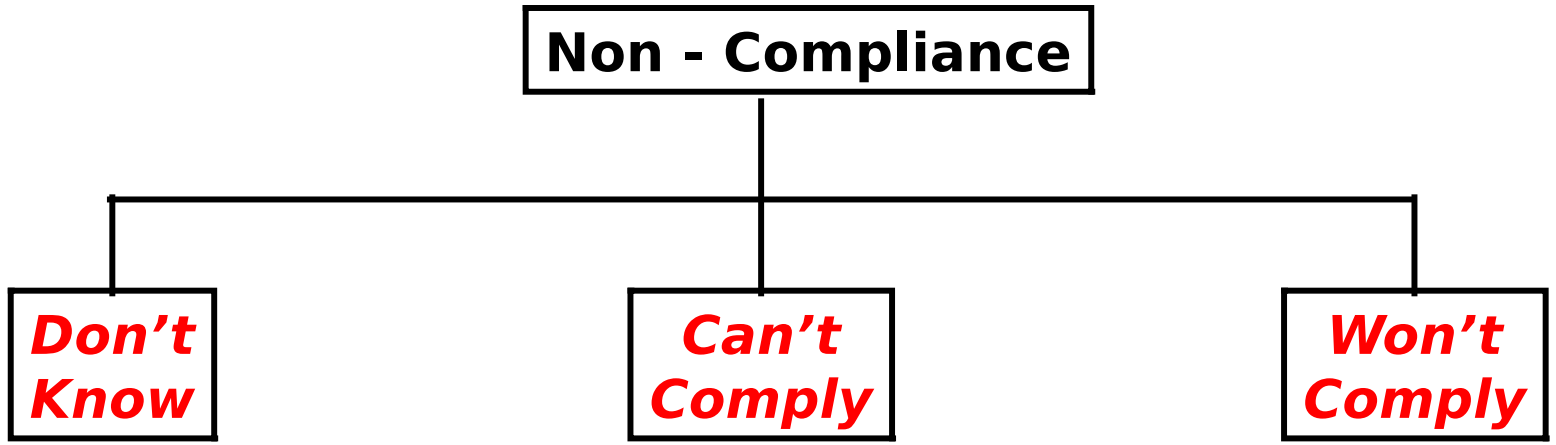
- IG HOTLINE
- DOD -&- DAIG HOTLINES (WASHINGTON, DC)
- LETTERS (1)
- WALK-INS (2)
- TELEPHONIC (3)
- IG INSPECTIONS -&- SENSING SESSIONS
- EMAIL (4)
- 3RD PARTY (5)

10 YEARS

HOW WE RECEIVE REQUESTS FOR ASSISTANCE

A N O N Y M O U S

ROOT CAUSE ANALYSIS MODEL



- Never knew.
- Forgot.
- Task implied.

- Lack resources.
- Don't know how.
- Compliance is impossible.

- No reward.
- No penalty.
- Disagree.

ASSISTANCE

TYPICAL ACTIONS

PAY

PROMOTIONS

ADVISE COMMANDERS

NONSUPPORT

WEIGHT CONTROL

CDRs/1SGs ACTIONS

AWARDS

2 YEARS !!!

COMMON ISSUES

- DUTY ROSTERs - MULTI-COMBINED (TYPES, WEEKEN
- WEIGHT CONTROL - ENTRANCE, MONITORING, REMOVAL
- LEAVE POLICY - PROJECTED, OFTEN CHANGED OR DENIED
- FAMILY TIME/COMPENSATION - MAYBE or SOMETIM
- FAVORTISM - PERCEPTION
- SUPERIORS ABSOLUTE SUPPORT OF SUBORDINATE LEADERS

COMMON ISSUES

- PROMOTIONS AND RELATED COUNSELING
- IG CIRCUIT VISITS vs SNOOPING AND WALKING ARO
- DO IT NOW! WE'LL DISCUSS LATER - EVEN WHEN TI IS NO ISSUE
- GUARD DUTY - VISIBILITY BY LEADERSHIP
- OPEN DOOR POLICY - OPEN, BUT CLOSED, SOME HA SIGNS POSTED DON'T EVEN THINK ABOUT IT UNLESS.....SOLDIERS FEEL INTIMIDATED
- WORKING SOLDIERS WHILE INPROCESSING ITG

So You Know….We Always Ask Soldiers These Questions

- ✓ Are you absent from duty with permission?
- ✓ Have you contacted your chain of command about this issue?
- ✓ What do you want the IG to do for you?
- ✓ Be truthful in your reporting.

”Protects the integrity of the chain of command & the IG system”

INVESTIGATIONS AND INQUIRIES

- **DIRECTLY REPORT MSG AND ABOVE, & CIVILIAN EQUIVALENT ALLEGATIONS TO DAIG**
- **RECEIVE AND INVESTIGATE ALLEGATIONS; SENSITIVE IN NATURE**
- **FOCUS ON COMMAND, MANAGEMENT, ETHICS, LEADERSHIP CONCERNS, AND BREACHES OF INTEGRITY**
- **REPRISALS - WHISTLEBLOWER PROTECTION ACT**
- **COMPLAINTAINTS HAVE <u>A MINIMUM OF 10 YEARS</u> TO REPORT VIOLATIONS**

WHAT CAN GET LEADERS IN TROUBLE

- ✓ DOMICILE TO DUTY/GOVERNMENTCOMMERCIAL VEHICLE MISUSE (NTV)
- ✓ PERSONAL USE OF GOVERNMENT PROPERTY
- ✓ MISUSE OF SUBORDINATES (PERSONAL SERVICE)
- ✓ FRATERNIZATION
- ✓ REPRISALS
- ✓ IMPROPER MENTAL HEALTH REFERRALS
- ✓ UNDUE COMMAND INFLUENCE

Top Routine IG Assistance Cases

1. **Nonsupport of Family**
2. **Relationship/Fraternization**
3. **Enlisted Promotions**
4. **Cdr's/1SG's Actions/Decisions**
5. **Movement of soldiers for duty away from assigned unit**
6. **Family Time Compliance – Thursdays at 1500 hours**

Mental Health Referrals

Things You Need to Know

- The Commander must decide if a Mental Health Referral is warranted based on the facts. Only the commander can refer a Soldier for a mental health evaluation.
- You must determine if the Soldier is an immediate threat to himself , others, or property (emergency) .
- You must consult with your qualified mental healthcare provider before referring (except in emergencies).

Mental Health Referrals (cont'd)

Things You Need to Know

- You must protect the rights of the Soldier including the right to seek a second opinion.
- Always complete AE Form 40-6A-R and document every step in writing.
- **Never refer a Soldier as a reprisal.**
- Self referrals have different disclosure rules but the mental healthcare provider must tell you if drugs are prescribed.
- If you disagree with a

Mental Health Referrals (cont'd)

AE 40-6A-R

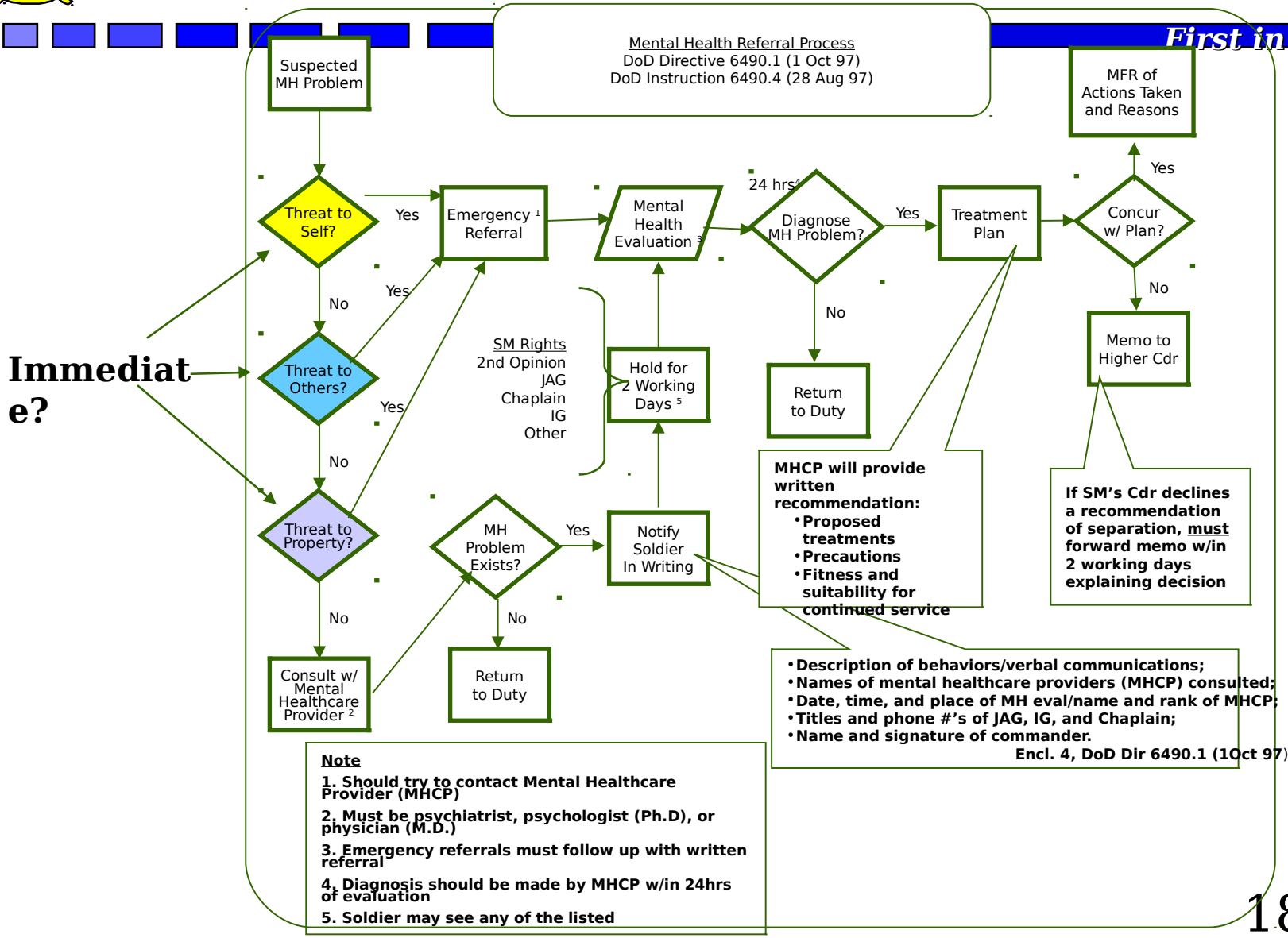
UNIT COMMANDERS REQUEST FOR MENTAL-HEALTH EVALUATION (USAREUR Reg 40-6)	1. DATE
Give original to the soldier's escort to handcarry to the unit or medical facility. Attach supplementary reports (for example, investigations, CID data). Prepare one copy for the soldier.	
2. TO	3. FROM
4. PURPOSE OF EVALUATION (Include comments about what the evaluation should achieve.) ☐ STUDY AND TREATMENT ☐ PRE-TRIAL REPORT ☐ REHABILITATION ☐ ARMY CONFINEMENT FACILITY ☐ OTHER (Specify)	

SECTION A - PERSONAL DATA			
5. NAME (Last, First, MI)	6. RANK	7. GT SCORE	8. SSN
9. ORGANIZATION AND APO	10. MOS		11. AGE
12. ENLISTMENT DATE	13. TERM OF SERVICE		14. TOTAL YEARS IN SERVICE
15. CURRENT DUTY ASSIGNMENT	16. DATE OF ARRIVAL IN EUROPE		17. ROTATION DATE (PCS)

SECTION B - BEHAVIORAL REPORT (FOR ADDITIONAL COMMENTS, USE REMARKS BLOCK NO. 32)	
18. WHEN AND HOW DID THE SOLDIER'S BEHAVIOR BECOME NOTICEABLE?	
19. DESCRIBE ANY RECENT CHANGES IN SOLDIER'S CONDUCT AND EFFICIENCY.	
20. DESCRIBE HOW THE SOLDIER GETS ALONG ON THE JOB, WITH OTHER SOLDIERS IN THE UNIT, AND WITH SUPERVISOR.	
21. LENGTH OF TIME SOLDIER HAS BEEN IN THE UNIT.	22. LENGTH OF TIME THE COMMANDER HAS KNOWN THE SOLDIER.
23. DESCRIBE ANY PERSONAL, FAMILY, OR OTHER PROBLEMS AFFECTING THE SOLDIER'S BEHAVIOR.	

AE FORM 40-6A-R, FEB 96 This edition replaces AE Form 40-6A, dated Sep 90

Referral Decision Matrix



Mental Health Referrals (cont'd)

Recap

- Base decision to refer on evidence, and consult with you mental healthcare provider if non emergency.
- Notify the Soldier in writing.
- Fill out AE Form 40-6A-R and make sure the escort carries this with them to the appointment.
- Allow a minimum of two working days to allow soldier to seek a second opinion (SJA, IG, and Chaplain).
- Have an NCO or Officer escort soldier to their appointment.
- Review the treatment plan from the Mental Healthcare Provider, and make sure you understand it.

Non-Support

SPC Sucker-Punched came back for R&R from IRAQ. He decided that he no longer wants to be married and shipped his wife to Philadelphia on his own dime (JODY GOT HIS GAL while deployed). Your 1SG came to see you with an issue from the local IG office. The packet says a Mrs. Delivered-the-Sucker Punch, living in Philadelphia has complained that her husband, SPC Sucker-Punched, a member of your unit, has not provided any support to her for 6 months. Your local IG gives you 14 days to respond.

Applicable Regulations

AR 608-99, Family Support, Child Custody, and Paternity, dtd 29 Oct 03

DOD 7000.14R & DOD Financial Management Regulation

Who Can Help

Local Finance Office (verify BAH being paid to solider)

Local Staff Judge Advocate (amount of support required)

Local PSB/PSD (DEERS Enrollment)

What do you do?

Commander's Responsibilities

- Determine the truth of the complaint.
- Determine if a court order or written support agreement exists.
- Determine proper amount of monthly payment (SJA can help)
- ORDER Soldier to pay the proper support. If you do not you are placing yourself at risk!
- Follow up to ensure your order is being followed every month.

Non-Support

Things You Need to Know

- Soldier has to pay *BAH II With,* beginning on the date the family members leave, even if the Soldier has not cleared government quarters.

- You cannot order the method of payment (allotment, etc.) but it's a good idea to strongly suggest an allotment.

- If dependents live in government quarters Soldier is not required to provide additional financial support, unless legal agreement.

- Can't order Soldier to pay arrearages but it's the morally right thing to do – Spouse must go through US Courts to get back support.

Non-Support

More Things You Need to Know

- You can punish soldiers who refuse to pay support (UCMJ/CM).
- It is legal for a Soldier to keep the difference between his *BAH* (rate based on where you live) and what he is obligated to pay his dependents (*BAH II*). OTJAG currently staffing a change to this loophole:
- Example: Soldier's family is in Long Island, NY where the *BAH* rate is $1800/month. Soldier is required to pay *BAH II* rate for his rank or $800/month. Soldier can legally pocket $1000/month.
- Most States have reciprocal support agreements with Germany. German wives can get their money through our State governments.
- If the Soldier is drawing *BAH* but cannot locate his

Moving Soldiers

Your 1SG/CDR wants you to move SPC Jones, one of your Soldiers, to another unit in your battalion for operational reasons. Your unit is located in Heidelberg and your boss wants him moved to a sister company in Frankfurt. He wants the move to take place within 48 hours. Your Battalion Adjutant hands you a DA Form 4187 as authority to move SPC Jones. Your CSM has arranged a detail to help move Jones' property and a NTV to transport him to Frankfurt.

Applicable Regulations

Title 37, US Code; DoD Directive 1315.7; Joint Travel Regulation (JTR); AR 614-30, Overseas Service, AR 600-8-105, Military Orders, AER 600-8-11, Paired Communities

Who Can Help

Local Transportation Office (verify distance of move)
PSD/PSB//1st PERSCOM (verify type of move: no, low, or full cost)
Local Finance (verify entitlements)

What do you do?

Commander's Responsibilities

- Ensure the move is properly authorized.
- Ensure your Soldier's entitlements are protected

Moving Soldiers

Things You Need To Know

- There are different (title 37) entitlements for certain types of moves (no cost, low cost, or full cost).
- Cdr does not have the authority to deny/withhold entitlements.
- Proper authority to move Soldiers from their permanent duty stations must be either TDY or PCS.
- Using an NTV to illegally move a Soldier constitutes fraud.

Moving Soldiers

Recap

- Before you order a move call your local transportation & finance and find out if the move is no cost, low cost, or full cost move. Finance can tell you what entitlements the Soldier is authorized.

- Contact your G1/PSB/PSD/1st PERSCOM to determine who must cut orders.

- Consult with your IG or SJA before you use an NTV to move a Soldier.

WHAT ARE LEADERS DOING WELL

- Generally doing the right thing in taking care of soldiers:

  -allegations low

  -number of assistance cases decreasing

  -talking to soldiers

- Balancing mission and welfare of the soldier

WHAT CAN LEADERS DO BETTER

- ❖ Follow-up on submitted actions
- ❖ Consult with SJA and IG when in doubt
- ❖ Read regulations before taking an action
- ❖ Counsel your soldiers and subordinate officers/NCOs
- ❖ Stress good unit sponsorship
- ❖ Show soldiers you care don't blow them off: "LDRSHIP"

I.G. PROFICIENCY EXAM

- CAN LEADESHIP TAKE ACTION OR REPRISE AGAINST SOLDIERS FOR SEEING THE I.G.?
- DO SOLDIERS HAVE TO INFORM THE LEADERSHIP BEFORE SEEING THE IG?
- WHY DO YOU THINK MOST SOLDIERS SKIP THE LEADER-SHIP AND GO DIRECTLY TO THE IG?
- WHAT IS AN OPEN DOOR POLICY?
- DOES THE IG TAKE THE SOLDIERS SIDE?
- WHY IS THE IG A MISSION MULTIPLIER?
- CAN SOLDIERS BE MOVED WITHOUT ORDERS/PROPER AUTHORIZATION?
- HOW MANY DAYS DOES A CDR HAVE TO RESPOND TO NONSUPPORT CASES? CAN A CASE BE OPENED AGAINST THE

Awesome Sergeant Major's

QUESTIONS

First Be Right - Then Go Forward!